

Getting the Most Out of Your Army Acquisition Logistics and Technology Workforce



ACQUISITION SUPPORT CENTER
The Regional Customer Support Offices

OUTLINE

- Overview (Why We Are Here, Our Goals, Our Plan)
- Incentivizing Our Workforce
 - Training Opportunities and Programs
 - Available Tools
 - Roles and Responsibilities
 - Impediments
- Current State of the AL&TWF
- What We Need from You
- Save the Date
- Looking Towards the Future

DEFENSE ACQUISITION WORKFORCE IMPROVEMENT ACT (DAWIA)

- Congress enacted DAWIA – Nov 1990
- Recognized acquisition as a professional career field
- Identified career paths for military and civilians
- Established policies for effective management of the

Acquisition &

Technology Workforce:

- Army Acquisition Corps (AAC)
- Acquisition Career Program Boards in each Military Department
- Central management of some acquisition positions
- Education, training, & experience requirements for acquisition positions
- Defense Acquisition University (DAU)

OBJECTIVES

A technically competent Acquisition and Technology Workforce responsive to current and future needs of the Warfighter

A clearly defined environment which supports and encourages career progression and leader development at all levels

Career Program Development

Army Acquisition Career Development



How do you affect their growth

REGIONAL CUSTOMER SERVICE OFFICE FUNCTIONS

**Assistant Secretary of the Army
(Acquisition, Logistics & Technology)**
Claude M. Bolton

Director Acquisition Career Management
LTG John S. Caldwell

DDACM/ Acquisition Support Center Director
COL Mary Fuller

**Acquisition
Management Branch**
LTC(P) Peggy Carson

NC Region
Sandy Long

NE Region
Kelly Terry

Southern/Western Region
Maxine Maples Kilgore

Primary DACM Representative in Regions
Senior Leadership Interface
Acquisition Career Experience Program
Certification Processing
Corps Eligible (CE) Program
Competitive Development Group (CDG) Program
Implementation of AAC Career Management Policies
Continuous Learning Points (CLP) Program
Policy and Procedures Development

Acquisition Career Record Brief (ACRB) Management and Updates
Individual Development Plan (IDP) Assistance
Regional AETE Training
Acquisition Tuition Assistance Program
Five Year Rotational Review of CAP Incumbents
Professional Development Seminars/Site Visits
Customer Assistance for CAPPMS Issues
Board Scrub and Preparation
AAC and CAP Issues
Manage RDAP Program

GROWING YOUR WORKFORCE

EDUCATION

EXPERIENCE

Where are the opportunities?
Is Your Workforce Taking
Advantage Of The Opportunities?

TRAINING

EDUCATION

ATAP

AETE

-24 Business Hrs;

-Degree Completion

-Master's Degree

-Senior Service
College

EXPERIENCE

RDAP

TWI

CDG

TRAINING

Certification

DAU

-on-line

- regional campus

Continuous Learning

GROWTH OPPORTUNITIES – REGIONAL TRAINING



Where else can you develop Skills, gain CLPS, AND have fun while doing it?

Mission to Stars
LEADERSHIP FOR CRITICAL TIMES



Other regional training ops include...

SNAPSHOT - THE ACQUISITION LOGISTICS & TECHNOLOGY WORKFORCE (A&TWF)

HOW ARE WE DOING MEETING OUR GOALS

80% of our AL&TWF members do not have any CLPs captured in the IDP system

What can you do to reverse this trend?

What we can do to help?

The A&TWF is made up of civilian and military professionals who work throughout the life cycle of a system; i.e., “cradle to grave.”

MANAGER/SUPERVISOR RESPONSIBILITIES

- Designate Positions As AL&TWF IAW Refined Packard Definition; Notify CPAC/CPOC And Employees.
- Develop And Execute Individual Development Plans (IDPs) In Partnership With Employees
- Encourage And Support Your Employee's Career Development
- Ensure Employee's Meet Position Certification And Continuous Learning Mandate
- Approve Continuous Learning Points (CLPs) For Completed Training
- Ensure Employees Meet Position Certification And Continuous Learning Requirements
- Develop And Mentor Employees For Future Leadership Positions

**THE GROWTH AND DEVELOPMENT OF PEOPLE
IS THE HIGHEST CALLING OF LEADERSHIP**

MANAGER/SUPERVISOR TOOLKIT

- REGIONAL CUSTOMER SUPPORT OFFICES
 - Regional Directors, Regional and PERSCOM ACMS
- ONLINE DEPARTMENT (ASC Website)
- PUBLICATIONS
 - Army AL&T Magazine
 - AL&TWF Newsletter
 - AET&E Catalog
 - Career Management Handbook
- ACQUISITION CAREER MANAGEMENT ADVOCATES (ACMAS)
- ACQUISITION CAREER EXPERIENCE (ACE) PROGRAM
- VIRTUAL CENTER: ACRB, IDP, AITAS, SRPE

EMPLOYEE RESPONSIBILITIES

- Know their position Acquisition Position Category (APC)
- Understand the Certification Standards for current position - Education, Training and Experience
- Develop and Execute IDP in partnership with Supervisor
- Achieve Acquisition Position Certification
- Accomplish Continuous Learning Policy Mandate
- Prepare and Maintain an IDP and ACRB
- Understand Corps Eligible and AAC Membership requirements – Apply When Eligible!
- Develop Leadership Skills and Apply for Future Leadership Positions
- Be Aware of What Opportunities the AL&TWF Can Provide

Employee Ultimately Responsible for Their Career!!

AL&TWF MEMBER ADVANTAGES!

- More Competitive for Promotions
- Can Compete for Certain GS-14/15 Positions if AAC Qualified
- Eligible for Exciting Training and Educational Opportunities
- Participate in Career Broadening Assignments
- Reduces career stagnation/increases morale
- Enables you to Provide the Best Equipment and Support to the Soldiers in the Field!

***People, Partnership, Leadership:
“It’s about people making a difference.”***

What We Need from You!

- Support Training
- Ensure Certification/Continuous Learning Policy compliance
- Quality?? Senior Rater Potential Evaluation
- Participation in Development Programs
 - RDAP and CDG
 - ACE
 - Developmental Positions
 - Authorizations
 - Internship Opportunities upon graduation
- Help your employees become the BEST they can be!!!

What Do You Need from Us?

PLEASE TELL US

WHAT IS IN THE WORKS

- OSD - Marketing Campaign
 - Acquisition Careers Website
 - Central Referral System (USAJOBS, DOD-wide)
- OSD - Streamlining DAWIA
- OSD - Alternative Certification through Private Concerns
- DAU - Fort Monmouth will become as the newest resident DAU facility.
- Army
 - New SRPE form
 - being staffed through Unions
 - aligns more closely with the OER
 - Virtual Training Center for our various automation tools (i.e. ACRB, IDP)

MARK YOUR CALENDARS

- PM WORKSHOPS
 - Fort Monmouth, 10SEP2003
 - Fort Belvoir, TBD
- BOARDS
 - COMPETITIVE DEVELOPMENT GROUP
 - PM
 - ATAP (Announcement Closes 05SEP2003)
- ACE YG04 Recruiting Campaign
- CDG YG01 Graduation, 25SEP2003
- CDG YG05 Orientation, TBD, pending Board Results
- Council of Colonels for the Command Select List, 16-17SEP2004
- Army Acquisition Corps Ball, 05OCT2003. Hyatt Regency Crystal City, Arlington, VA
- 2003 Annual AUSA Meeting, 06-08OCT2003 "The Army -- At War and Transforming", Sponsored by AUSA, Washington, D.C.